

CIVIL RIGHTS ON DECK



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Volume 10, Issue 2

February 2015

Celebrate Women's History!



March is Women's History Month! This year's events pay tribute to the generations of women whose commitment to nature and the planet have proved invaluable to American society. The theme for 2015's celebration is "Weaving the Stories of Women's Lives". Coast Guard members are encouraged to participate in observances at work and within communities. To learn more about Women's History Month observances taking place locally, please see womenshistorymonth.gov and contact a [Civil Rights Service Provider](#) today!

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Speaker Shares MLK's Message: "Never Put Away Your Marching Shoes"



In honor of Dr. Martin Luther King Jr.'s Birthday, Admiral Paul Zukunft, Commandant, hosted Dr. Frank Smith at Coast Guard Headquarters.

The Executive Director of the African American Civil War Museum and a former Washington DC Council Member, Dr. Smith (**Pictured left**) is a civil rights activist who marched with Dr. Martin Luther King in Mississippi. An inspiring speaker, Dr. Smith encouraged the audience to "Never put away your marching shoes" just as

Dr. King had urged him in the spring of 1968.

Accompanying Dr. Smith were Civil War-era re-enactors from the [African American Civil War Museum](#) and Ms. Binta Campbell (**Pictured above, far right**). Ms. Campbell performed a moving musical selection in front of the Coast Guard Headquarters workforce and students from Washington DC's Anacostia High School. After the formal ceremony, Dr. Smith and his staff greeted audience members before Admiral Zukunft (**Pictured above**) provided them a personal tour of Coast Guard Headquarters. Submitted by Juan Torres, pictures by PA2 Patrick Kelley



Understanding Accommodations for Qualified Employees

The [Rehabilitation Act of 1973](#) requires federal agencies to accommodate qualified employees with disabilities, unless doing so would cause significant hardship on the employer. A "significant hardship on the employer" is created by an accommodation that drastically decreases productivity.

In a recent case, an employee claimed that the U.S. Postal Service (USPS) discriminated based on disability when it relieved him from mail delivery, a restriction from his primary duty. In response, USPS said restricted duty was required for the employee and that the mail should be delivered by employees fit for full duty. The Equal Employment Opportunity Commission (EEOC) agreed and said that USPS did not discriminate because providing an accommodation that slowed mail delivery services was a significant hardship for the employer. *Complainant v. U.S. Postal Service, 0120120556, 114 LRP 50833* (EEOC OFO 11/06/14). Submitted by Mr. Johnny McAfee



Equal Opportunity Reviews Set Course for Positive Command Climate



The Equal Opportunity Review (EO Review) is a management tool designed to assist Coast Guard leaders with assessing their command's civil rights climate. Reviews are led by Civil Rights Service Providers (CRSPs). Some of the items he or she looks for are required posters, such as the Commandant's [EO Policy Statement](#) and the [Anti-Discrimination and Anti-Harassment Policy Statement](#) (**Pictured left**) displayed at prominent locations throughout the unit. While visiting, CRSPs may also conduct focus groups to assess the level of integration and efficiency of the command's EO practices. Another important part of an EO Review is the

CRSP's analysis of the influence and impact of command activities that proactively promote a positive command climate. Examples of such activities include [Special Observances](#) and [command climate surveys](#). Leaders who would like to request an EO Review, or learn more about the process can contact a local [Civil Rights Service Provider](#). Submitted by Dr. Faynetta Jennings

MLK Day of Service: A Day to Remember, Celebrate, and Act

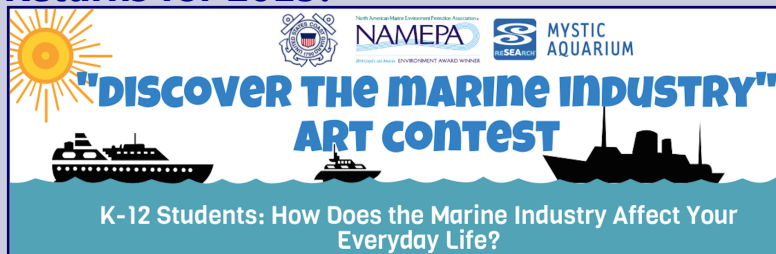


Participation in the Martin Luther King Jr. (MLK) Day of Service empowers individuals, strengthens society, bridges barriers, and moves us closer to Dr. King's vision of a "Beloved Community." With that in mind, members from Coast Guard Headquarters (CGHQ) celebrated the 2015 MLK



Day of Service, by embodying the theme for the day - "Remember! Celebrate! Act! A Day On Not a Day Off." Gathering early at Access Housing Inc. Southeast Veterans Service Center, about 50 Coast Guard volunteers energized daily operations for the Washington DC veterans facility. Volunteers provided important services for the veterans and interacted with members of the local community. The service event was hosted by CGHQ's Community Outreach Program, led by Lieutenant Commander Jonathan Schaffler (**Pictured** left). For more information about community service opportunities in the Washington DC area please contact Jonathan.I.Schaffler@uscg.mil.

Student Art Contest Returns for 2015!



After a [great response in 2014](#), the Student Art Contest is back! The Student Art Contest is sponsored by the North American Marine Environment Protection Association (NAMEPA), the U.S. Coast Guard, and the Sea Research Foundation.

Here is what's new for 2015:

- The theme for this year is "Discover the Marine Industry." Students are asked to create an original poster using their creative ideas to answer this question: "How does the marine industry affect your everyday life?"
- Twelve entries (six from grades K-5 and six from grades 6-12) will be selected as finalists. The finalists' artwork will be featured on the NAMEPA, U.S. Coast Guard, and the Sea Research Foundation's Mystic Aquarium websites. Finalists will receive a certificate and a calendar with the artwork from all 12 winners.
- Two grand-prize winning artists (one from each of the grade brackets) will be selected to receive a \$100 cash prize and a U.S. Coast Guard-themed gift package.

For more details about the Student Art Contest, visit <http://www.namepa.net/art-contest>. Students or parents with additional questions about entering the contest are encouraged to contact Gwendolyn.E.White@uscg.mil.

Congratulations to CAPT Robert Hayes, the 2014 Civil Rights Senior Leader Award (CRSLA) recipient!

To learn more about CAPT Hayes's accomplishments and the CRSLA please see [ALCOAST 001/15](#).



CRD Recognizes Employees with 2014 Diamond Awards



The diligence and resolve of CRD staff again enabled the Coast Guard to meet or surpass its strategic Civil Rights performance objectives in 2014! In an expression of gratitude for her staff's significant contributions to the Coast Guard's overall mission, Director Terri Dickerson (**Pictured** far right) presented Civil Rights Diamond Awards to close out 2014. The Diamond Award is designed to recognize CRD personnel for dedication and unparalleled support of the strategic mission, vision, and goals of the Coast Guard's Civil Rights program. After first recognizing the entire CRD staff, Ms. Dickerson presented ten individuals with a plaque and certificates for their outstanding accomplishments of strategic and national impact.

The 2014 Diamond Award recipients are (**Pictured** from left to right) Ms. Erika Selmon, Ms. Barbara Stewart, Ms. Deborah Gant, Mr. Juan Torres, Ms. Gwen White, Commander Kirby Sniffen, and Senior Chief Mark Allen. Awardees not pictured include Ms. Christine Carolus, Mr. Jim Ellison, and Mr. Vesone Dean. Please join Director Dickerson in congratulating the 2014 Diamond Award achievers! Submitted by Ms. Deborah Gant

